Equal Employment Opportunity Data

June 5, 2018



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MCC's Equal Employment Opportunity Data Posted Pursuant to Title III of the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), P. L. 107-174."

Complaint A	-		Compar	ative Data				
29 CFR §16	(614.704 (a), (b) and	b) and	Previous	s Fiscal Year	Data			
			2012	2013	2014	2015	2016	
Number of Complaint s Filed	0	3	1	3	2	3		•
Number of Complaina nts	0	3	1	3	2	3		
Repeat Filers	0	1	0	1	0	0		

_	omplaints by Basis 9 CFR §1614.704(d)		Compara	ative Data			
29 CFR §16	14.704(d)		Previous	Fiscal Year	Data		
multiple bases	ints can be filed s. The sum of th l complaints fil	e bases may	2012	2013	2014	2015	2016
Race	0	2	1	1	0	3	
Color	0	0	0	1	0	0	
Religion	0	0	0	0	0	0	
Reprisal	0	2	0	1	1	2	
Sex	0	0	0	1	1	2	
National Origin	0	0	0	1	0	1	
Equal Pay Act	0	0	0	0	0	0	
Age	0	0	1	2	1	0	
Disability	0	0	1	2	0	0	
Genetic Informatio n	0	0	0	0	0	0	

3

-	nplaints by Basis CFR §1614.704(d)		Compa	arative I	Data							
29 CFR §161	FR §1614.704(d) Complaints can be filed alleging iple bases. The sum of the bases in qual total complaints filed.		Previous Fiscal Year Data									
multiple bases	. The sum of the	e bases may	2012	20	013	20	014	20	015	20	016	1
Non-EEO	0	0	0		0	-	0	·	0			

Complaints	-		Comparative Data (Sec. 1614.705)								
29 CFR §16	14.704(e)		Previous	s Fiscal Ye	ar Data						
	nultiple issues. not equal tota		2012	2013	2014	2015	2016				
Appointm ent/Hire	0	1	0	0	1	0					
Assignmen t of Duties	0	0	0	0	0	0					
Awards	0	0	0	0	0	0					
Conversio n to Full- time	0	0	0	0	0	0					
Disciplinary	Action										
Demotion	0	1	0	0	0	0					
Reprimand	0	0	0	0	0	0					
Removal	0	0	1	1	0	0					
Suspensio n	0	1	0	0	0	0					
Other	0	0	0	0	0	0					
Duty Hours	0	0	0	0	0	0					
Evaluation Appraisal	0	0	0	2	0	0					
Examinatio n/Test	0	0	0	0	0	0					
Harassment	:										
						-					

Complaints			Compara	ative Data (S	ec. 1614.705)	
29 CFR §16	14.704(e)		Previous	Fiscal Year	Data		
	nultiple issues. not equal tota	nultiple issues. The sum of not equal total		2013	2014	2015	2016
Non- Sexual	0	0	1	2	0	1	
Sexual	0	0	0	0	0	0	
Medical Ex amination	0	0	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	0	0	
Promotion /Non- Selection	0	0	0	0	0	0	
Reassignme	ent	•	'	•	<u>'</u>	•	
Denied	0	0	0	0	0	0	
Directed	0	0	0	1	0	0	
Reasonabl e Accomm odation	0	0	1	1	0	0	
Reinstate ment	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	
Terminatio n	0	0	0	0	0	1	
Terms/Co nditions of Employme nt	0	0	0	0	0	1	
Time and Attendanc e	0	0	0	1	0	0	
Training	0	0	0	1	0	0	
Other	0	0	0	0	0	0	

	g Time 29 CFR (f)	Compara	ative Data (S	ec. 1614.705)	•		
§1614.704(f	14.704(f) mplaint		Previous	Fiscal Year	Data		
			2012	2013	2014	2015	2016
Complaint s pending during fiscal year							
Average number of days in investigati on stage	0	0	0	133	124	120	
Average number of days in final action stage	0	0	9	67	55	71	
Complaint s pending during fiscal year where hearing was requested							
Average number of days in investigati on stage	0	0	0	0	124	0	
Average number of days in final action stage	0	0	0	0	0	0	
Complaint s pending during fiscal year where							

_	Time 29 CFF	₹	Compar	ative Data (S	ec. 1614.705)		;
§1614.704(1	f)		Previou	s Fiscal Year	Data			!
			2012	2013	2014	2015	2016	
hearing was not requested								-
Average number of days in investigati on stage	0	0	0	0	124	120		
Average number of days in final action stage	0	0	0	0	0	107		

-	ts Dismissed by ursuant to 1614.107(a)	Compar	ative Data (S	ec. 1614.705)		
Agency Pur 29 CFR §16		4.107(a)	Previous	Fiscal Year	Data		
			2012	2013	2014	2015	2016
Total Complaint s Dismissed by Agency	0	0	1	0	0	1	
Average days pending prior to dismissal	0	0	9	0	0	32	
Complaint s Withdraw n by Complaina nts		,	,	,	,	,	
Total Complaint s	0	0	0	0	0	0	

-	Dismissed b	-	C	ompara	ative	Data (S	ec. 16	14.705)				
Agency Pur 29 CFR §161	suant to 1614 14.704(g)	1.107(a)	Pi	revious	Fisca	al Year	Data]
			20	012	2	013	20	014	20	015	20	016	
Withdrawn by Compla inants					•		•		•				•

		ctions	Finding	g	Com	parativ	ve Data	(Sec.	1614.70)5)				
	mination	on 4.704(ł	1)		Prev	ious Fi	scal Ye	ar Data	a					
		•	•		2012	2	2013	3	2014	ļ	2015	;	2016	5
					#	%	#	%	#	%	#	%	#	%
Total Num ber F indin gs	0		0		0		0		0		0			
With out Heari ng	0		0		0		0		0		0			
With Heari ng	0		0		0		0		0		0			

	_		ination	1	Com	parativ	e Data	(Sec.	1614.70)5)				
	ered by 1614.70	Basis	29		Prev	ious Fi	scal Ye	ar Dat	a					
		• •			2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	
Total Num ber F indin gs	0		0		0		0		0		0			
Race	0		0		0		0		0		0			
Colo r	0		0		0		0		0		0			

%

			ination	l	Com	parativ	/e Data	(Sec.	1614.70)5)		
Rende CFR§1		Basis	29		Prev	ious Fi	scal Ye	ar Dat	a			
CERSI	014.70	74(1)			2012		2013		2013		2015	
					#	%	#	%	#	%	#	%
Relig ion	0		0		0	1	0		0	1	0	1
Repri sal	0		0		0		0		0		0	
Sex	0		0		0		0		0		0	
Nati onal Origi n	0		0		0		0		0		0	
Equa I Pay Act	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Disa bility	0		0		0		0		0		0	
Gene tic In form ation	0		0		0		0		0		0	
Non- EEO	0		0		0		0		0		0	
Findi ngs After Heari ng	0		0		0		0		0		0	
Race	0		0		0		0		0		0	
Colo r	0		0		0		0		0		0	
Relig ion	0		0		0		0		0		0	
Repri sal	0		0		0		0		0		0	

		Discrim		1	Com	parati	ve Data	(Sec.	1614.70)5)			
Rende CFR§1		Basis :	29		Prev	ious Fi	scal Ye	ar Dat	a				
CIRSI	014.70	 (1)			2012	1	2013		2013		2015		2016
					#	%	#	%	#	%	#	%	#
Sex	0		0		0		0		0		0		
Nati onal Origi n	0		0		0		0		0		0		
Equa I Pay Act	0		0		0		0		0		0		
Age	0		0		0		0		0		0		
Disa bility	0		0		0		0		0		0		
Gene tic In form ation	0		0		0		0		0		0		
Non- EEO	0		0		0		0		0		0		
Findi ngs With out Heari ng	0		0		0		0		0		0		
Race	0		0		0		0		0		0		
Colo r	0		0		0		0		0		0		
Relig ion	0		0		0		0		0		0		
Repri sal	0		0		0		0		0		0		
Sex	0		0		0		0		0		0		
Nati onal Origi	0		0		0		0		0		0		

	_	Discrim		<u> </u>	Com	parativ	ve Data	(Sec. 1	1614.70)5)				
	ered by 1614.70	Basis : (4(i)	29		Previ	ious Fi	scal Ye	ar Data	a					
					2012		2013		2013	1	2015		2016	
					#	%	#	%	#	%	#	%	#	%
n					•					•				
Equa I Pay Act	0		0		0		0		0		0			
Age	0		0		0		0		0		0			
Disa bility	0		0		0		0		0		0			
Gene tic In form ation	0		0		0		0		0		0			
Non- EEO	0		0		0		0		0		0			

	ngs of [ination	1	Com	parativ	e Data	(Sec.	1614.70)5)			
Rende	ered by	Issue			Prev	ious Fi	scal Ye	ar Data	a				
					2012	2	2013		2014		2015	5	2016
					#	%	#	%	#	%	#	%	#
Total Num ber F indin gs			0		0		0		0		0		
App oint ment /Hire	0		0		0		0		0		0		
Assi gnm ent of D uties	0		0		0		0		0		0		
Awar	0		0		0		0		0		0		

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		Discrim	ination)	Com	parativ	e Data	a (Sec.	1614.7	05)			
Rende	ered by	/ Issue			Prev	ious Fi	scal Ye	ear Da	ta				
					2012)	2013	3	201	4	2015	5	\dagger
					#	%	#	%	#	%	#	%	$\dagger \dagger$
ds								1		1			T
Conv ersio n to Full- time	0		0		0		0		0		0		
Disci plina ry Ac tion	0		0		0		0		0		0		
Dem otion	0		0		0		0		0		0		
Repri man d	0		0		0		0		0		0		
Susp ensio n	0		0		0		0		0		0		
Rem oval	0		0		0		0		0		0		
Othe r	0		0		0		0		0		0		
Duty Hour s	0		0		0		0		0		0		
Eval uatio n Ap prais al	0		0		0		0		0		0		
Exa mina tion/ Test	0		0		0		0		0		0		
Hara	0		0		0		0		0		0		

		Discrim	ination	1	Com	parati	ve Data	(Sec.	1614.7	05)			
Rende	ered by	/ Issue			Prev	ious F	iscal Ye	ear Da	ta				
					2012	2	2013	5	201	4	201	5	2016
					#	%	#	%	#	%	#	%	#
ssme nt					•			•			•		
Non- Sexu al	0		0		0		0		0		0		
Sexu al	0		0		0		0		0		0		
Medi cal E xami natio n	0		0		0		0		0		0		
Pay (Inclu ding Over time)	0		0		0		0		0		0		
Prom otion /Non -Sele ction	0		0		0		0		0		0		
Reas sign ment	0		0		0		0		0		0		
Deni ed	0		0		0		0		0		0		
Direc ted	0		0		0		0		0		0		
Reas onab le Ac com mod ation	0		0		0		0		0		0		
Rein	0		0		0		0		0		0]

		Discrim	ination)	Com	parati	ve Data	(Sec.	1614.7	05)			
Rende	ered by	/ Issue			Prev	ious Fi	iscal Ye	ear Dat	ta				
					2012	2	2013	5	2014	1	2015	5	2016
					#	%	#	%	#	%	#	%	#
state ment					•								•
Retir eme nt	0		0		0		0		0		0		
Term inati on	0		0		0		0		0		0		
Term s/Co nditi ons of	0		0		0		0		0		0		
Time and Atte ndan ce	0		0		0		0		0		0		
Train ing	0		0		0		0		0		0		
Othe r	0		0		0		0		0		0		
Findi ngs After Hear ing	0		0		0		0		0		0		
App oint ment /Hire	0		0		0		0		0		0		
Assi gnm ent of D uties	0		0		0		0		0		0		
· 									1	1			l

%

		Discrimin	ation	 Com	parati	ve Dat	a (Sec	1614.7	05)			
Rende	ered by	Issue		Prev	ious F	iscal Y	ear Da	ta				1
				2012	2	201	3	201	4	201	5	1
				#	%	#	%	#	%	#	%	
Awar ds	0	С)	Ó		0		Ó		0		
Conv ersio n to Full- time	0	С)	0		0		0		0		
Disci plina ry Ac tion	0	С)	0		0		0		0		
Dem otion	0	C)	0		0		0		0		
Repri man d	0	C)	0		0		0		0		
Rem oval	0	С		0		0		0		0		
Othe r	0	С		0		0		0		0		
Duty Hour s	0	C)	0		0		0		0		
Eval uatio n Ap prais al	0	C)	0		0		0		0		
Exa mina tion/ Test	0	C)	0		0		0		О		
Hara ssme nt	0	C		0		0		0		0		

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		Discrim	ination)	Con	nparati	ve Dat	a (Sec.	1614.7	05)			
Rende	ered by	/ Issue			Prev	/ious Fi	scal Y	ear Da	ta				
					2012	2	201	3	201	4	201	5	
					#	%	#	%	#	%	#	%	
Non- Sexu al	0		0		Ö		Ó		0		0		
Sexu al	0		0		0		0		0		0		
Medi cal E xami natio n	0		0		0		0		0		0		
Pay (Inclu ding Over time)	0		0		0		0		0		0		
Prom otion /Non -Sele ction			0		0		0		0		0		
Reas sign ment	0		0		0		0		0		0		
Deni ed	0		0		0		0		0		0		
Direc ted	0		0		0		0		0		0		
Reas onab le Ac com mod ation	0		0		0		0		0		0		
Rein state ment	0		0		0		0		0		0		
·	1			ı T		1	I	1	I	1		1	1

		Discrim	ination	1	Com	parativ	e Data	(Sec.	1614.7	05)			
Rende	ered by	/ Issue			Prev	ious Fi	scal Ye	ear Dat	ta				
					2012	2	2013	3	201	4	201	5	2016
					#	%	#	%	#	%	#	%	#
Retir eme nt	0		0		0		0		0		0		
Term inati on	0		0		0		0		0		0		
Term s/Co nditi ons of Empl oym ent	0		0		0		0		0		0		
Time and Atte ndan ce	0		0		0		0		0		0		
Train ing	0		0		0		0		0		0		
Othe r	0		0		0		0		0		0		
Findi ngs With out Hear ing	0		0		0		0		0		0		
App oint ment /Hire	0		0		0		0		0		0		
Assi gnm ent of D	0		0		0		0		0		0		

		Discrim	ination	1	Com	parati	ve Data	(Sec.	1614.7	05)			
Rende	ered by	/ Issue			Prev	ious F	iscal Ye	ar Dat	ta				
					2012	2	2013	;	201	4	201	5	2016
					#	%	#	%	#	%	#	%	#
uties													<u> </u>
Awar ds	0		0		0		0		0		0		
Conv ersio n to Full- time	0		0		0		0		0		0		
Disci plina ry Ac tion	0		0		0		0		0		0		
Dem otion	0		0		0		0		0		0		
Repri man d	0		0		0		0		0		0		
Susp ensio n	0		0		0		0		0		0		
Rem oval	0		0		0		0		0		0		
Othe r	0		0		0		0		0		0		
Duty Hour s	0		0		0		0		0		0		
Eval uatio n Ap prais al	0		0		0		0		0		0		
Exa mina tion/	0		0		0		0		0		0		

		Discrim	inatior)	Con	nparati	ve Data	(Sec.	1614.7	05)			
Rende	ered by	y Issue			Prev	/ious Fi	scal Ye	ear Da	ta				
					201	2	2013	5	201	4	201	5	2016
					#	%	#	%	#	%	#	%	#
Test													
Hara ssme nt	0		0		0		0		0		0		
Non- Sexu al	0		0		0		0		0		0		
Sexu al	0		0		0		0		0		0		
Medi cal E xami natio n	0		0		0		0		0		0		
Pay (Inclu ding Over time)	0		0		0		0		0		0		
Prom otion /Non -Sele ction	0		0		0		0		0		0		
Reas sign ment	0		0		0		0		0		0		
Deni ed	0		0		0		0		0		0		
Direc ted	0		0		0		0		0		0		
Reas onab le Ac com mod	0		0		0		0		0		0		

	ngs of [ination	1	Com	parativ	e Data	(Sec.	1614.70	05)				
Rende	ered by	Issue			Prev	ious Fi	scal Ye	ar Dat	a					
					2012	2	2013	}	2014	ı	2015	5	201	6
					#	%	#	%	#	%	#	%	#	%
ation												,		
Rein state ment	0		0		0		0		0		0			
Retir eme nt	0		0		0		0		0		0			
Term inati on	0		0		0		0		0		0			
Term s/Co nditi ons of Empl oym ent	0		0		0		0		0		0			
Time and Atte ndan ce	0		0		0		0		0		0			
Train ing	0		0		0		0		0		0			
Othe r	0		0		0		0		0		0			

_	Pending Complaints Filed			Comparative Data									
in Previous Status	us Fiscal Years by Previous Fiscal Y	l Year Data											
			2012		2013 2		2014		2015		2	2016	
Total complaints from	0	0	(0		1		2	•	1	.		

	mplaints File		Compara	ative Data				
in Previous Status	Fiscal Years	Previous Fiscal Year Data						
			2012	2013	2014	2015	2016	
previous Fiscal Years								
Total Com plainants	0	0	0	1	2	1		
Number of pending	complaints		•	•				
Investigati on	0	0	0	2	0	1		
Hearing	0	0	0	0	1	0		
Final Action	0	0	0	0	1	0		
Appeal with EEOC Office of	0	0	0	0	0	1		

Complaint Investigations		Comparative Data Previous Fiscal Year Data								
			2012	2013	2014	2015	2016			
Pending Complaint s Where Investigati ons Exceeds Required Time Frames	0	0	0	0	0	0				